



# STAGE 4 PROFESSIONAL

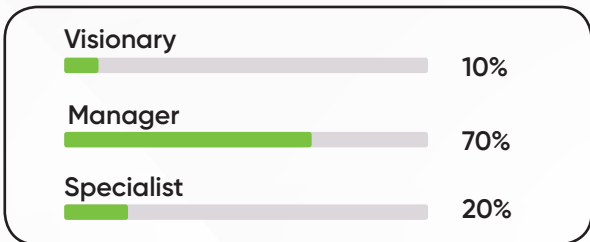
35-57 Employees



## THREE GATES OF FOCUS

Process      Profit      People

## THREE FACES OF A LEADER



## BUILDER/PROTECTOR RATIO

3 Builders to 2 Protectors

## LEADERSHIP MODALITIES

CEO	- Facilitative
MANAGEMENT	- Dominant
STAFF	- Supportive

## NON-NEGOTIABLE RULES

- 1 Hire or develop professional managers who are responsible, accountable and proactive.
- 2 Create strong, high-performing departments that are confident, capable and able to serve internal and external customers.
- 3 Allocate 5 – 10% of gross revenue to the identification, acquisition and implementation of new systems.
- 4 With the management team, identify and set in place the company's core Master Processes.
- 5 Establish a strict company-wide project-management template.

## LEADERSHIP STYLE

Primary:	<b>COACHING</b>
Secondary:	<b>AFFILIATIVE</b>
Auxiliary:	<b>PACESETTING</b>

## TOP COMPETENCIES

- Adaptability
- Organizational Awareness
- Service
- Developing Others
- Teamwork and Collaboration

